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ABSTRACT

In recent years considerable concern has been expressed for the plight of the displaced homemaker, a women who, after spending many years working in the home, must reenter the labor market to provide the primary support for a family. In 1978 Congress added to Title 3 of the Comprehensive Employment and Training Act a special program to assist displaced homemakers in making a successful entry into the labor market by providing employment opportunities, job counseling, job training, and other supportive services. Data from 1972 and 1976 National Longitudinal Survey interviews revealed that in 1972 between three and four percent of women in all age groups from thirty-five to forty-nine were potentially eligible for the displaced homemaker program. In 1976, eligibility rates were higher by more than one percentage point for comparable age groups. In addition, it was found that since her first marriage the average eligible woman had spent about seventeen years out of the labor force and had worked six months or more for about nine years. Over one-third of the total eligible population and nearly one-half of the unemployed group had ten or more years of substantial work experience. (LRA)

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A Profile of Women Potentially Eligible for the Displaced Homemaker Program under the Comprehensive Employment and Training Act of 1978

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In recent years considerable concern has been expressed for the plight of the displaced homemaker, a woman who, after spending many years working in the home, must reenter the labor market to provide the primary support for a family. In 1978 Congress added to Title III of the Comprehensive Employment and Training Act (CETA) a special program to assist displaced homemakers in making a successful entry into the labor market by providing employment opportunities, job counsel ing, job training and other supportive services.

Although the economic disadvantage of women who become widowed or divorced in midlife is well documented (Shaw, 1978; Hampton, 1975), the numbers of women who might be expected to need the services of the kind of program provided for in this legislation are not known. The present paper uses a sample of mature women from the National Longitudinal Surveys of Labor Market Experience (NLS) to estimate the percentage of women between the ages of 35 and 54 who will be potentially eligible for the program.

Information about the labor market problems faced by potential participants will be important in designing effective programs for displaced homemakers. Therefore, a second purpose of this paper is to describe the work experience, skills, and family circumstances of the potentially eligible population. In much of the discussion that preceded the adoption of the legislation, displaced homemakers were described as

women who had spent most of their lives as homemakers and thus had little or no work experience.[1] However, as this paper will show, the majority of eligible women in the NLS sample do not fit this stereotype. The implications of this finding will be discussed in a concluding section.

Estimates of the Size of the Eligible Population

A displaced homemaker is defined in the following way in the CETA legislation.

> The term 'displaced homemaker' means an individual who: (a) has not worked in the labor force for a substantial number of years but has, during those years, worked in the home providing unpaid services for family members; (b) has been dependent on public assistance or on the income of another family member but is no longer supported by that income, or is receiving public assistance on account of dependent children in the home; and (c) is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.[2]

Estimating the size of the eligible population using this definition is difficult for two major reasons. First, the wording of the legislation is subject to differing interpretations that must be clarified through administrative regulations and, in some cases, perhaps modified as experience with the program accumulates. Second, the NLS data do not always contain the information necessary for determining whether a given respondent would be eligible for the program. Therefore, the criteria developed for determining eligibility in the NLS sample population depart somewhat from

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[1]See, for example, the testimony of Rep. Yvonne Burke before the House Subcommittee on Employment Opportunities (The Bureau of National Affairs, Inc., 1977).

[2]Public Law 95-524, October 27, 1978.

the language of the legislation in ways that are noted below, and the estimates presented here must be regarded as only approximations. In addition, it should be stressed that these are estimates of the total population of potentially eligible women and not estimates of the actual number of program applicants or participants.

The following definitions were used to determine whether women in the NLS sample were potentially eligible for the program. Note that to be considered eligible the respondent had to meet each of the three criteria specified in the legislation. Under part (a), a "substantial number of years outside the labor force" was defined as a period of at least five years in which the respondent worked less than six months, starting from the date of her first marriage.[3] Five years as a cutoff point for qualification is, of course, arbitrary. Although a greater number of years might have been used, for purposes of estimation it seemed desirable to include as large a group of potentially eligible persons as possible.[4]

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[3]It is not possible to determine the number of years spent entirely out of the labor force with the NLS data. However, the great majority of women who did not work at least six months in a given year can be presumed not to have worked at all. For example, of all women who did not work at least six months in 1966, 75 percent did not work at any time during the year.

[4]The eligible population would be about 10 percent larger if there were no requirement that a substantial number of years must be spent outside the labor force. Sixty-five percent of the women excluded by the five-year requirement were black. In their education, wages and percentage in poverty, they did not differ substantially from the eligible population. They did, of course, have much more work experience, but their years of experience had not made them significantly better off than eligible women. For this reason, it would seem desirable not to interpret "a substantial number of years out of the labor market" too stringently.

Under part (b) of the displaced homemaker definition, all women who were widowed, separated, or divorced at the time of their interview were included. In addition, married women were included if their husbands worked less than six months in the previous year, and the family was either receiving welfare or had an income below or near the official poverty level.[5] Most of these husbands may be presumed to be disabled, but some may have been suffering from long-term unemployment. Never-married women with children under 18 were also included if they met this same low income criterion.

Under part (c), a woman was considered to be "unemployed and experiencing difficulty in obtaining employment" if she was unemployed for at least eight weeks in the previous year or if she had experienced a lesser amount of unemployment but had a low income or had received public assistance. A woman was considered to be underemployed if she was working part time at the time of the interview or was working full time at less than the federal minimum wage. In both cases it was also required that she meet the low income criterion or receive public assistance. This definition of underemployment departs from the CETA definition, which requires that a person working part time should be seeking full time employment. Unfortunately, the

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[5]Specifically, married women were included only if their husbands worked less than 26 weeks and the family income fell below 70 percent of the lower living standard income level or the official poverty quidelines, whichever was higher. However, since the lower living standard income level is determined by region and metropolitan area, and this information is not available for the NLS sample in 1976, estimates of this level for each family were calculated using family size, residence in the South vs. non-South, and residence in metropolitan vs. nonmetropolitan areas.

reason for working part time was not asked in 1976, the most recent NLS interview available. Therefore, the underemployed group is somewhat overestimated, as discussed further below.[6]

In addition to women who met these definitions of unemployment or underemployment, a third group that might easily become eligible in the future was also included in the estimate of the potentially eligible population. These are low-income women who were not working or looking for work, but who said they would accept a job if it were offered. These women, who will be referred to as "near-eligible," are included since they could become eligible by taking the simple step of registering with the Employment Service. Indeed, should they hear about the displaced homemaker program and decide to apply, they would probably be advised to make themselves eligible in this way.[7]

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[6]The definition of "underemployed person" is from the Federal Register, April 3, 1979, p. 20000. A full-time underemployed person is defined as a person whose annualized wage rate is less than the poverty line or 70 percent of the lower living standard income for a family of one, whichever is higher. Depending on the region of the country and the formula used in annualizing the wage rate, this definition would often yield a wage criterion for eligibility that was below the federal minimum wage. However, since the number of respondents involved is small, the minimum wage has been used as the cut-off point for ease of calculation.

[7]This definition of near-eligible women excludes those who say that they would not accept a job if it were offered. These women could, of course, also become eligible in the future. However, it seems preferable to exclude them since most appear to be unlikely to apply. About two-thirds had either a long-term disability or reported that health would limit the amount or kind of work they could do. Over one-third were married, some of these women probably came from families whose income was only temporarily low, so that they did not perceive a need to work. If this group were to be included, estimates of the total eligible population would be larger by at least 50 percent for ages under 50 and by as much as 100 percent for women 50 and over.

To summarize, potentially eligible displaced homemakers are women who are unemployed, underemployed, or willing to accept a job (near-eligible); are widowed, separated, divorced or have husbands who can no longer support them; and have spent at least five years out of the labor market since their first marriage. In addition, they meet a low-income criterion or are receiving public assistance.[8]

To estimate eligibility over as wide an age range as possible, data from the 1972 and 1976 NLS interviews were used. In 1972 the age range of the respondents was 35-49 and in 1976 the range was 39-53. The disadvantage of this approach is that changes in the economy and secular trends in the percentage of divorced women may cause differences in the estimates in the two years. In fact, for women age 40-49 a fairly large increase in eligibility did occur between 1972 and 1976 as shown in Table 1. In 1972, between 3 and 4 percent of women in all age groups from 35 to 49 were potentially eligible for the displaced homemaker program. In 1976, eligibility rates were higher by more than one percentage point for comparable age groups. Since the unemployment rate increased from 5.6 percent in 1972 to 7.7 percent in 1976, part of the difference was undoubtedly due to an increased probability of being eligible because of unemployment. In

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[8]The low-income criterion is the higher of 70 percent of the lower living standard income level or the poverty income level as established by OMB. The only persons exempt from this requirement were unmarried women with at least 8 weeks of unemployment. Since CETA regulations allow for using income for the past three months as a basis for computing annualized income, it was felt that most women with 8 or more weeks of unemployment would qualify during the period of their unemployment, even if their annual income was too high. In any event, about 80 percent of the unemployed group met the income criterion or were receiving welfare.

TABLE 1

Percentage of Women Age 39-53 who were Potentially Eligible for the CETA Displaced Homemaker Program in 1972 and 1976 by Age and Reason for Eligibility[a]

(Percentage distributions)

Age in given year	Potentially Eligible				Not eligible	Total percent	Sample size
	Total	Underemployed	Unemployed	Near-eligible			
35-39							
1972	3.3	0.9	1.4	1.1	96.7	100.0	1,362
1976	b	b	b	b	b	b	b
40-44							
1972	3.5	0.8	1.4	1.3	96.5	100.0	1,373
1976	4.7	1.3	2.2	1.2	95.3	100.0	1,254
45-49							
1972	3.5	0.6	1.8	1.2	96.5	100.0	1,527
1976	4.7	0.8	2.3	1.6	95.3	100.0	1,328
50-53							
1972	b	b	b	b	b	b	b
1976	3.5	0.9	1.5	1.1	96.5	100.0	1,122

[a]Percentages weighted to take into account oversampling of black population. See NLS Handbook for description of sample and weighting procedure.

[b]Age group not included in sample in this year.

fact, the largest increases in each age group did occur in the unemployed category. However, some part of the increase undoubtedly reflects increasing rates of separation and divorce between the two years.[9]

In 1976, women in their early fifties had lower rates of eligibility than those in the younger age groups. While younger women had an eligibility rate of 4.7 percent in that year, the rate for women in their early fifties was only 3.5 percent. Apparently the reason for this lower eligibility is that older women are less likely to be looking for work. This may be due in part to an increase in health problems at older ages and perhaps in part to poorer job opportunities.

These rates imply that in 1976 about 265,000 women who were 35-39, 267,000 women 40-44, and 498,000 women 45-54 would have been potentially eligible for the program, a total of slightly over one million women in the entire 35-54 age range.[10] Removing voluntary part-time workers might decrease these figures by as much as 10 percent, leaving slightly under a million

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[9]For the age group 40-49 a standardization procedure was used to decompose the increase in eligibility rates between 1972 and 1976 into increases due to changes in the marital status of the population and increases due to changes in eligibility rates for each marital status. Approximately 25 percent of the increase was attributed to marital status changes, while 75 percent was due to higher eligibility rates for all marital status groups.

[10]Total numbers were calculated by applying the eligibility rates for 1976 in Table 1 to the number of persons in the relevant age ranges in 1976 as shown in Current Population Reports (U.S. Bureau of the Census, 1977). In this year there were 6.0 million women 35-39, 5.7 million women 40-44 and 12.2 million women 45-54. For the age range 35-39, the 1976 eligibility rate was assumed to be 4.4 percent, implying the same increase in eligibility between 1972 and 1976 as that experienced by the 40-44 age group. The rate for the age group 45-53 was applied to the number of women 45-54, although this could very slightly overstate the number of eligible women if eligibility declines with age.

potentially eligible women.[11] Again it should be noted that 1976 was a recession year; in a year with a more moderate rate of unemployment, program eligibility might be expected to decrease by as much as 20 percent.[12]

Whether women who already have jobs will be motivated to apply for the program or will be reached by information about program availability is uncertain. The extent of interest among women in the near-eligible category remains to be seen also, since most have not taken active steps to find employment. Therefore, it may be that women in the unemployed category will be the most motivated and most easily reached of all the groups. These possible differences in program participation have important implications for program design since the characteristics of women in the three categories of eligibility differ considerably, as the next section will show.

Characteristics of the Potentially Eligible Population

Table 2 shows selected characteristics of women age 39-53 who were potentially eligible for the displaced homemaker program in 1976 for each of the categories of eligibility. Characteristics of the entire population of women in this age range are shown for purposes of comparison. While older

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[11] This is a rough estimate obtained by assuming that approximately 40 percent of part-time work by low-income women in this age range was involuntary. In 1976 about 20 percent of the underemployed group in Table 1 were working full-time at wages below the minimum. If only 40 percent of the remainder were working part-time involuntarily, the true underemployed group would be almost 50 percent smaller than the estimate in Table 1, and the total eligible population would be smaller by about 10 percent. However, the 40 percent involuntary part-time estimate uses 1972 data; in a recession year such as 1976 the amount of involuntary part-time work might be higher.

[12] The estimate of the decrease in the percent of eligible women if unemployment should decline to 1972 levels was taken from the percentage of the 1972-76 increase in eligibility that could not be attributed to changing marital status of the population. See Footnote 9.

TABLE 2

Characteristics of Women Age 39-53 Who Were Potentially Eligible for the CETA Displaced Homemaker Program Compared with the Total Population of Women 39-53 in the U.S., 1976

(Percentages)

Characteristic	Total population	Potentially eligible population			
		Total	Underemployed	Unemployed	Near-eligible
South	30.9	35.5	40.5	32.7	36.3
SMSA Central City	28.8	41.7	39.2	39.3	47.3
Receiving welfare	3.9	28.0	21.9	24.0	39.5
Black	10.1	32.8	42.3	25.3	37.9
Less than 12 years of school completed	33.1	52.2	53.1	44.7	63.1
Health problem	18.4	36.9	35.9	36.2	38.8
Sample size	4,172	270	69	115	86

or younger women who become eligible for the program may have somewhat different characteristics from those described here, it is doubtful that they would be so different as to change substantially the findings reported.[13]

The displaced homemaker population was somewhat more heavily concentrated in the South and in the central cities of SMSA's when compared with most women of their age. The disadvantaged position of the displaced homemaker is evident: over one-fourth were receiving welfare; one-third were black; over half had not completed high school; and one-third had health problems.

Comparing the three categories of potentially eligible women, some differences in their economic circumstances are apparent. Women in the near-eligible group appear to be the most severely disadvantaged; nearly two-thirds had not completed high school, and the percentage receiving public assistance was higher than in either of the other two groups. Unemployed women were most likely to have completed high school, but were nevertheless more likely to receive welfare than were underemployed women. If actual participants should come disproportionately from the unemployed group, their problems might be somewhat less severe than those described here for the total eligible population. However, compared with other women of the same age, even the unemployed eligible women are clearly at a disadvantage.

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[13]Younger women would, of course, tend to have younger children and more problems of child care than those in the age range of this study. Older women, while having fewer dependents, might have slightly lower levels of education and in some cases less work experience. The low-income criterion, however, assures that all eligible women will suffer from some of the disadvantages described for this central age group.

As Table 3 shows, about one-third of the eligible women no longer had children at home, while 20 percent had three or more children. Eligible women had slightly more children than other women in the 39-53 age range, but the difference was not large. Very few had preschool children. For this age group, child care will not be a major need. Due to eligibility requirements only about 20 percent were married and living with their spouses.

Table 4 describes the work experience of the eligible population both in the recent past and over the entire period since first marriage. The picture that emerges here suggests that the stereotype of the displaced homemaker as a person with very little work experience is not accurate for the majority of these women, although it does reflect the experience of a substantial minority. Since her first marriage the average eligible woman had spent about seventeen years out of the labor force, or doing only small amounts of work, and had worked six months or more for about nine years. About 40 percent of the eligible population had less than five years of work experience; about one-third had 20 or more years with little or no paid employment. People with such work histories do resemble the sterotypic displaced homemaker. On the other hand, over one-third of the total eligible population and nearly one-half of the unemployed group had ten or more years of substantial work experience.

Furthermore, for most of the women, at least part of their work experience was recent. As Table 4 shows, the great majority of women eligible for the displaced homemaker program had at least some work experience in the past five years. While this must by definition be true of the underemployed group, even among those who qualify because of

TABLE 3

Family Composition of Women Eligible for the CETA Displaced Homemaker Program Compared with the Total Population of Women Age 39-53 in 1976

(Percentage distributions)

Characteristic	Total population	Potentially eligible population			
		Total	Underemployed	Unemployed	Near-eligible
Number of children 18 or under					
Total	100.0	100.0	100.0	100.0	100.0
None	40.8	36.7	34.3	40.1	33.1
1-2	41.2	41.6	40.5	40.0	44.8
3 or more	18.1	21.8	25.2	19.9	22.2
With preschool children	4.1	5.5	3.0	5.2	7.6
Married, spouse present	79.9	21.6	28.1	15.6	26.6
Sample size	4,172	270	69	115	86

TABLE 4

Work Experience of Women Eligible for the CETA Displaced Homemaker Program Compared with the Total Population of Women Age 39-53 in 1976

(Percentage distributions and means)

Characteristic	Total population	Potentially eligible population			
		Total	Underemployed	Unemployed	Near-eligible
Years worked 6 months or more[a]					
Total	100.0	100.0	100.0	100.0	100.0
Less than 5	32.4	40.5	43.2	29.1	58.3
5-9	21.5	24.1	39.0	25.3	9.9
10 or more	46.2	35.4	17.8	45.5	31.8
Mean	11	9	7	11	7
Years not worked or worked less than 6 months[a]					
Total	100.0	100.0	100.0	100.0	100.0
Less than 10	28.4	19.7	15.0	25.2	13.9
10-19	29.7	47.9	43.8	50.6	46.4
20 or more	31.9	32.4	41.2	24.2	39.7
Mean	15	17	18	15	19
Weeks worked last 5 years					
Total	100.0	100.0	100.0	100.0	100.0
0	24.1	20.8	0.0	12.6	48.9
Less than half	21.9	42.1	35.3	48.6	29.9
Half or more	53.8	37.0	64.7	38.8	21.2
Sample size[b]	3,677	242	58	109	72

[a]Since first marriage.

[b]Sample sizes are for upper panels. For lowest panel sample sizes are the same as those shown in Figure 3.

unemployment, only 13 percent had no recent work experience. Only in the near-eligible category did the percentage that had not worked in the past five years approach one-half. On the other hand, less than 40 percent of the eligible population had worked as much as half of all weeks during these years; among the near-eligibles, the percentage with a high level of recent work attachment was even smaller. It should be noted that, compared with the entire population of women of the same age, more of the displaced homemakers had at least some recent experience, but fewer had worked regularly in recent years, perhaps reflecting their difficulty in finding adequate employment.

It appears, then, that relatively few women eligible for the displaced homemaker program will completely lack recent work experience. However, many of the women have recent employment of rather short duration. Further, as shown in Table 5, the majority were working or had last worked in a low-skilled job--nearly one-half in a service occupation. While nearly 60 percent of all women of the same age had worked in white collar occupations, less than one-third of the eligible population had this kind of work experience.

The relative lack of skills necessary to obtain good jobs is shown also in the wage rates of women who had worked at any time during the previous year. While the average wage of women workers in the entire population was $3.70 per hour, wages of the eligible population averaged over one dollar less. Wages that unemployed and near-eligible women were

TABLE 5

Occupation and Wages of Women Eligible for the Displaced Homemaker Program Compared with the Total Population of Women Age 39-53 in 1976

Characteristic	Total population	Potentially eligible population			
		Total	Underemployed	Unemployed	Near-eligible
		Percent			
Total	100.0	100.0	100.0	100.0	100.0
Occupation[a]					
White collar	59.1	32.6	22.6	42.2	25.1
Blue collar	16.5	16.2	4.0	22.6	15.0
Service	19.5	46.4	72.4	34.8	45.8
Farm	2.9	3.3	1.1	0.5	9.3
Never worked	1.9	1.4	0.0	b	4.7
(Sample size)	(4,113)	(268)	(69)	(113)	(86)
		Means			
Wage					
Current or recent job	3.71	2.55	2.39	2.66	c
(Sample size)	(2,364)	(163)	(60)	(85)	
Reservation wage[d]	3.17	2.74	e	2.65	2.85
(Sample size)	(526)	(132)		(56)	(76)

[a]Current or last job.

[b]Less than .05 percent

[c]Results not shown when sample size less than 25.

[d]Wage respondent reported she would want in order to accept a job offer.

[e]Question not asked of currently employed respondents.

willing to accept were also low compared with those received by most women of their age. This suggests that an important part of the displaced homemaker program will be to help eligible women to upgrade their skills.

Earlier it was suggested that women actively seeking work may be most likely to hear about the displaced homemaker program. On most measures of work-related skill, these unemployed women are the least disadvantaged of the three groups. A higher percentage have completed high school and have experience in white collar occupations; their total work experience is greater, on average, than women in the other two groups. Although underemployed women have recent work experience, they have worked primarily in service and other poorly paid occupations. Women in the near-eligible group most closely resemble the stereotypic displaced homemaker with little recent work experience. If the program is to serve those most in need, it will be important to reach both underemployed women and those who have not yet taken steps to find work.

Summary and Policy Implications

About one million women 35-54 years of age would have been potentially eligible for the CETA displaced homemaker program in 1976, had such legislation existed in that year. At a time of lower unemployment the number of eligible women could be expected to be somewhat lower

Women found to be potentially eligible for the program differ from the stereotype of the displaced homemaker in important ways. While the majority have spent 15 or more years outside the labor market, most have also had considerable work experience, some of it recent. Their employment

problems come not from a lack of any recent work experience but from low skills and irregular employment. To the extent that discrimination due to race, sex, or age limits employment opportunities, their problems are increased.

This profile of the displaced homemaker suggests certain needs that CETA programs should be prepared to serve. First, since employers often prefer to hire high school graduates and since half of the eligible population have not finished high school, arrangements should be made for participants to attend adult education classes or otherwise prepare for high school equivalency examinations. Second, job training programs should have a high priority, and job placements should focus on work that offers on-the-job training. Third, counselling should be available, including information about nontraditional jobs that participants might not otherwise consider. Advice on career planning and seeking promotion should also be offered.

Under current CETA legislation, many low-income women will be excluded from the displaced homemaker program either because they are working full time at wages above the minimum or because they have worked virtually all of their adult lives and do not meet the requirement of having spent a "substantial" number of years outside the labor market.[14] A question for further consideration is whether the program should be expanded to serve the needs of these woman as well.

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[14]In 1976 approximately 400,000 low-income women age 35-54 would have been ineligible for the displaced homemaker program for one of these reasons.

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The Center for Human Resource Research

The Center for Human Resource Research is a policy-oriented research unit based in the College of Administrative Science of The Ohio State University. Established in 1965, the Center is concerned with a wide range of contemporary problems associated with human resource development, conservation and utilization. The personnel include approximately twenty senior staff members drawn from the disciplines of economics, education, health sciences, industrial relations, management science, psychology, public administration, social work and sociology. This multidisciplinary team is supported by approximately 50 graduate research associates, full-time research assistants, computer programmers and other personnel.

The Center has acquired pre-eminence in the fields of labor market research and manpower planning. The National Longitudinal Surveys of Labor Force Behavior have been the responsibility of the Center since 1965 under continuing support from the United States Department of Labor. Staff have been called upon for human resource planning assistance throughout the world with major studies conducted in Bolivia, Ecuador and Venezuela, and recently the National Science Foundation requested a review of the state of the art in human resource planning. Senior personnel are also engaged in several other areas of research including collective bargaining and labor relations, evaluation and monitoring of the operation of government employment and training programs and the projection of health education and facility needs.

The Center for Human Resource Research has received over one million dollars annually from government agencies and private foundations to support its research in recent years. Providing support have been the U.S. Departments of Labor, State, and Health, Education and Welfare; Ohio's Health and Education Departments and Bureau of Employment Services; the Ohio cities of Columbus and Springfield; the Ohio AFL-CIO; and the George Gund Foundation. The breadth of research interests may be seen by examining a few of the present projects.

The largest of the current projects is the National Longitudinal Surveys of Labor Force Behavior. This project involves repeated interviews over a fifteen year period with four groups of the United State population; older men, middle-aged women, and young men and women. The data are collected for 20,000 individuals by the U.S. Bureau of the Census, and the Center is responsible for data anlysis. To date dozens of research monographs and special reports have been prepared by the staff. Responsibilities also include the preparation and distribution of data tapes for public use. Beginning in 1979, an additional cohort of 12,000 young men and women between the ages of 14 and 21 will be studied on an annual basis for the following five years. Again the Center will provide analysis and public use tapes for this cohort.

The Quality of Working Life Project is another ongoing study operated in conjunction with the cities of Springfield and Columbus, in an attempt to improve both the productivity and the meaningfulness of work for public employees in these two municipalities. Center staff serve as third party advisors, as well as researchers, to explore new techniques for attaining management-worker cooperation.

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A third area of research in which the Center has been active is manpower planning both in the U.S. and in developing countries. A current project for the Ohio Advisory Council for Vocational Education seeks to identify and inventory the highly fragmented institutions and agencies responsible for supplying vocational and technical training in Ohio. These data will subsequently be integrated into a comprehensive model for forecasting the State's supply of vocational and technical skills.

Another focus of research is collective bargaining. In a project for the U.S. Department of Labor, staff members are evaluating several current experiments for "expedited grievance procedures," working with unions and management in a variety of industries. The procedural adequacies, safeguards for due process, cost and timing of the new procedure are being weighed against traditional arbitration techniques.

Senior staff also serve as consultants to many boards and commissions at the national and state level. Recent papers have been written for the Joint Economic Committee of Congress, The National Commission for Employment and Unemployment Statistics, The National Commission for Manpower Policy, The White House Conference on the Family, the Ohio Board of Regents, the Ohio Governor's Task Force on Health, and the Ohio Governor's Task Force on Welfare.

The Center maintains a working library of approximately 9,000 titles which includes a wide range of reference works and current periodicals. Also provided are computer facilities linked with those of the University and staffed by approximately a dozen computer programmers. They serve the needs of in-house researchers and users of the National Longitudinal Survey tapes.

For more information on specific Center activities or for a copy of the Publications List, write: Director, Center for Human Resource Research, Suite 585, 1375 Perry Street, Columbus, Ohio 43201.